

# **Action Brings Benefits. Measurable. Com- parable. Targeted.**

**Indicators for sustainability.**  
Update October 2008



<b>01</b>	<b>Sustainability management</b>	
	Stakeholder dialogue	81
	Sustainability objectives	82
<b>02</b>	<b>Economics</b>	83
	Economic factor BMW Group	85
	Sustainability objectives	86
<b>03</b>	<b>Product responsibility</b>	
	CO <sub>2</sub> reduction – a challenge	87
	Innovative technologies for reduced consumption	87
	Integrated climate protection in the traffic sector	88
	Product recycling	88
	Sustainability objectives	89
	Consumption data	90
<b>04</b>	<b>Environmental protection across the Group</b>	
	Environmental protection management	92
	Energy consumption and emissions	94
	Protecting resources and nature conservation	96
	Efficient transportation logistics	98
	Sustainability in the supply chain	99
	Sustainability objectives	99
<b>05</b>	<b>Employees</b>	
	Attractive employer internally and externally	100
	Performance, compensation and flexibility	101
	Co-determination and involvement	102
	Equal opportunities and rights	102
	Lifelong learning	103
	Health and safety at work	103
	Sustainability objectives	105
<b>06</b>	<b>Society</b>	
	Sustainability objectives	106

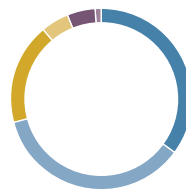
# 01 Sustainability management

## 01.3 Stakeholder dialogue

### Perception and rating of the BMW Group commitment to sustainability\*

in % according to rating scale

Very good	35
Good	36
Moderate	18
Adequate	5
Poor	5
Very poor	1



The ratings refer to the commitment specified by the stakeholders of the BMW Group in the subject areas economics, supply chain management, environmental protection, product responsibility, employees and society.

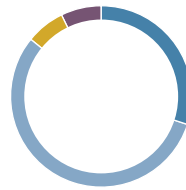
\*International stakeholder survey in winter 2006/2007: 189 stakeholders from 21 countries were interviewed by telephone; multiple answers were possible.

### Perception and rating of the BMW Group commitment to sustainability\*

in % according to rating scale

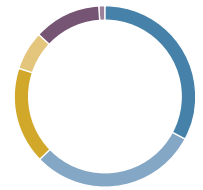
#### Economics

Very good	30
Good	56
Moderate	7
Adequate	-
Poor	7
Very poor	-



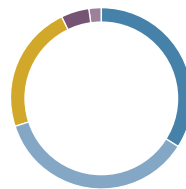
#### Product responsibility

Very good	33
Good	30
Moderate	17
Adequate	7
Poor	12
Very poor	1



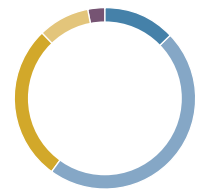
#### Environmental protection

Very good	34
Good	36
Moderate	23
Adequate	-
Poor	5
Very poor	2



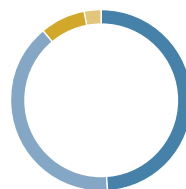
#### Supply chain management

Very good	13
Good	47
Moderate	28
Adequate	9
Poor	3
Very poor	-



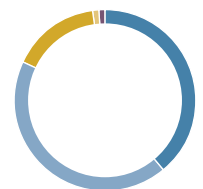
#### Employees

Very good	49
Good	40
Moderate	8
Adequate	3
Poor	-
Very poor	-



#### Society

Very good	39
Good	43
Moderate	16
Adequate	1
Poor	1
Very poor	-



\*International stakeholder survey in winter 2006/2007: 189 stakeholders from 21 countries were interviewed by telephone; multiple answers were possible.

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**Relevant trends and subjects for the BMW Group in the area of corporate sustainability\***


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Areas	Number of answers	Examples of trends and topics
Product responsibility	149	Climate protection, alternative drive technologies, traffic safety, product recycling
Economics	104	Anti-corruption, risk management, investments
Employees	95	Demographic change, safety at work/health protection, equal opportunities
Environmental protection	68	Energy management, resource consumption, sustainable transportation logistics
Society	64	Sustainable mobility, HIV projects in countries with BMW Group activities, education
Supply chain management	24	Transparency in the value added chain with regard to maintaining environmental and social standards, cooperation with (system)suppliers

\*International stakeholder survey in winter 2006/2007: 189 stakeholders from 21 countries were interviewed by telephone; multiple answers were possible.

## Target-performance comparison for sustainability objectives in the area of sustainability management

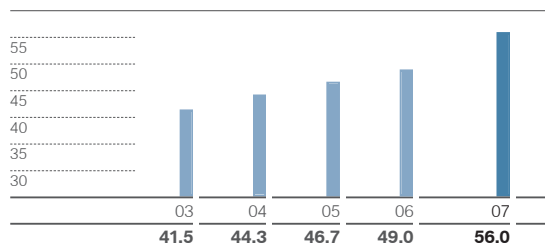
The following table shows the status of sustainability objectives from the Sustainable Value Report 2007/2008. New sustainability objectives will be published in a follow-up report.

Strategic objectives	Measures	Deadline	Status September 2008
<b>Strategy and organisation</b>			
<b>Sustainability management of value and values</b>			
Further development of the BMW Group sustainability management	Efficient resource management: Environment, human resources, finances	ongoing	
	Further development of the sustainability strategy and increased coordination of individual divisions worldwide	2008	Carried out extensive surveys of different decision-makers within the company; conducted four workshops to refine sustainability strategy.
	Further development of the sustainable value approach for a sustainability controlling	2009	Sustainable Value approach put into practice at the BMW plant in Steyr.
	Management of sustainability related opportunities and risks relevant for sustainability	ongoing	Sustainability criterion added to decision memos for Board of Management in mid-2008: Each decision memo must show how the project in question will impact the environment, employees and society's interests.
<b>Areas of activity</b>			
Integration of sustainability subjects into the investor relations work	Socially Responsible Investment (SRI) roadshows, conference calls, 2006 approx. 5 % of all IR contacts specifically on SRI, objective by 2008 10 %, of roadshows on SRI and alternative/ environmentally sound drives	2008	SRI issues are content in the BMW Group's investor relations presentation – which is also available online. Capital markets were also informed in depth about alternative drive units and numerous sustainability experts involved in investor and analyst discussions.
<b>Stakeholder dialogue</b>			
Commitment to global and domestic initiatives and Rio+10 process	UN: Global Compact econsense: Forum on sustainable development UNEP: Mobility forum	ongoing	
Maintaining good community relations	Immediate processing of complaints	ongoing	
Improve stakeholder dialogue	Further institutionalise stakeholder surveys and events	2009	Stakeholder Roundtable and further stakeholder surveys planned for 2008.

GRI G3 Indicator EC1

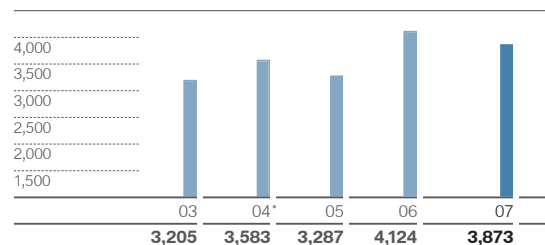
## BMW Group revenues

in euro billion



## BMW Group profit before tax

in euro million



\*adjusted for new accounting treatment of pension obligations

GRI G3 Indicator EC1

## Financial indicators

in euro million

	2003	2004	2005	2006	2007	Change in %
Revenues	41,525	44,335	46,656	48,999	56,018	14.3
Capital expenditure	4,245	4,347	3,993	4,313	4,267	-1.1
Depreciation and amortisation	2,370	2,672	3,025	3,272	3,683	12.6
Operating cash flow <sup>2]</sup>	4,970	6,157	6,184	5,373	6,340	18.0
Profit before tax	3,205	3,583 <sup>1]</sup>	3,287	4,124	3,873	-6.1
Net profit	1,947	2,242 <sup>1]</sup>	2,239	2,874	3,134	9.0

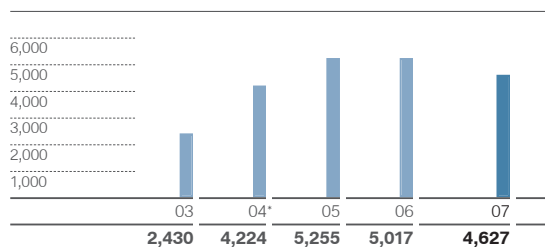
1] adjusted for new accounting treatment of pension obligations

2] In its financial statements for 2005, the BMW Group brought the cash flow computation into line with standards normally applied on the financial markets. Since then, the BMW Group discloses the figures for the cash flow from operating activities (operating cash flow), corresponding to the cash flow from Industrial Operations reported in the cash flow statement.

GRI G3 Indicator EC3

## Pension provisions

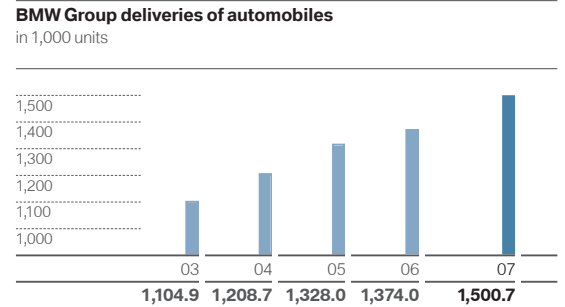
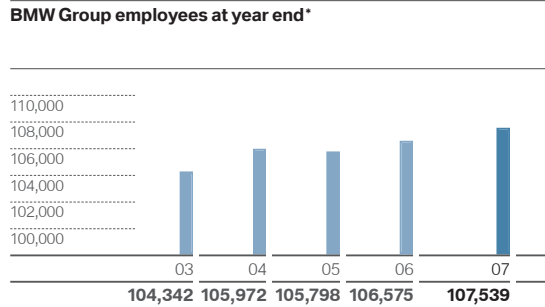
in euro million



The fluctuations in pension provisions result from the changes to the actuarial calculation parameters, in particular discounting rates. In turn, these are in principle guided by the applicable current market interest rates.

\*adjusted for new accounting treatment of pension obligations

GRI G3 Indicator LA1  
(graphic on the left)



\*Figures exclude suspended contracts of employment, employees in the non-work phases of pre-retirement part-time arrangements and low income earners.

GRI Indicator A4  
(Sector Supplement)

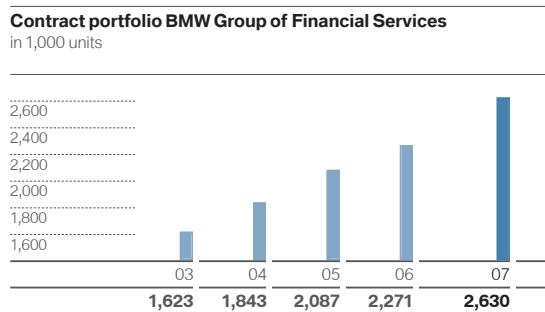
**BMW Group deliveries to customers by vehicle**

	2003	2004	2005	2006	2007
BMW	928,151	1,023,583	1,126,768	1,185,088	1,276,793
MINI	176,465	184,357	200,428	188,077	222,875
Rolls-Royce	300	792	796	805	1,010
<b>Total automobiles</b>	<b>1,104,916</b>	<b>1,208,732</b>	<b>1,327,992</b>	<b>1,373,970</b>	<b>1,500,678</b>

Motorcycles\*

	2003	2004	2005	2006	2007
Motorcycles*	92,962	92,266	97,474	100,064	102,467

\*excluding C1, sales volume to 2003: 32,859 units



## 02.2 Economic factor BMW Group

GRI G3 Indicator EC9  
(graphic on the left)

GRI G3 Indicator EC6  
(graphic on the right)

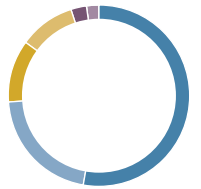
**Automobile production of the BMW Group by plant in 2007**  
in 1,000 units

Regensburg	303.8
Dingolfing	282.9
Oxford	237.7
Munich	205.0
Leipzig	158.9
Spartanburg	157.5
Rossllyn	50.2
Goodwood	1.0
Shenyang (joint venture)	32.8
Contract production Magna Steyr	111.7



**Regional mix of BMW Group purchase volumes 2007**  
in %, basis: production material

Germany	53
Rest of Western Europe	21
Central and Eastern Europe	11
NAFTA	10
Asia/Australia	3
Africa	2



GRI Indicator A4  
(Sector Supplement)

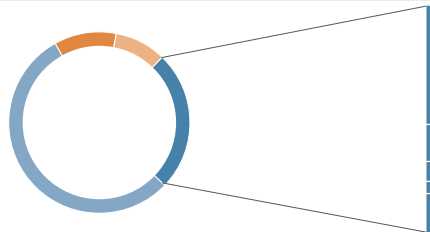
**BMW Group deliveries of automobiles by region and market**  
in 1,000 units

	2003	2004	2005	2006	2007
Rest of Europe	264.6	299.7	350.8	375.0	443.6
North America	294.9	315.9	329.0	337.4	364.0
Germany	255.8	283.6	295.9	285.3	280.9
United Kingdom	134.5	145.3	156.2	154.1	173.8
Asia	103.5	106.4	125.7	142.2	159.5
Other markets	51.6	57.9	70.4	80.0	78.9

GRI G3 Indicator EC1

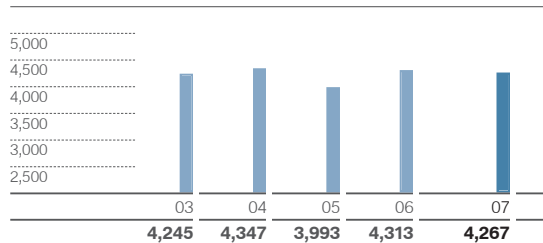
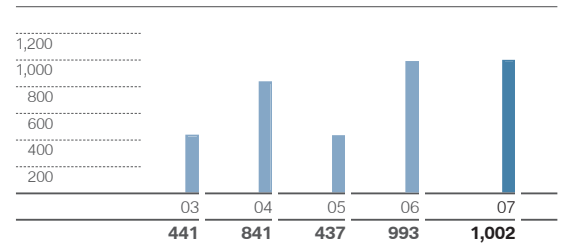
**BMW Group value added 2007**  
in %

Net value added	24.9
Cost of materials	54.8
Depreciation and amortisation	10.9
Other expenses	9.4

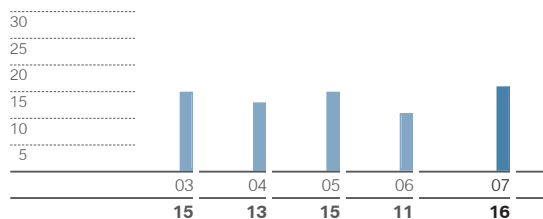
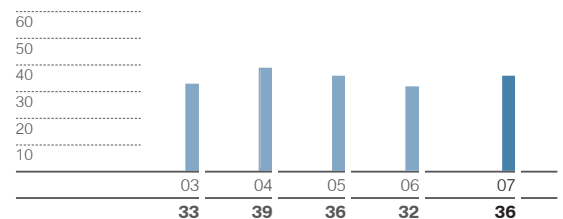


53.3%	Employees
16.1%	Providers of finance
8.4%	Government/public sector
4.9%	Shareholders
17.3%	Group

GRI G3 Indicator EC1

**BMW Group capital expenditure**  
in euro million**Current tax expense**  
in euro million

GRI G3 Indicator EC4

**Public sector grants: Public subsidies in the form of reduced taxes on assets and consumption-based taxes**  
in euro million**Other public sector grants**  
in euro million**Target-performance comparison for sustainability objectives in the area of economics**

The following table shows the status of sustainability objectives from the Sustainable Value Report 2007/2008. New sustainability objectives will be published in a follow-up report.

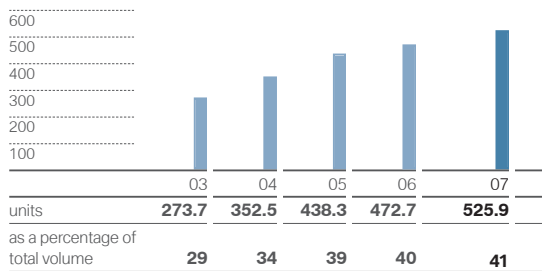
Strategic objectives	Measures	Deadline	Status September 2008
<b>Economics</b>			
Most successful premium manufacturer	Profitable growth	ongoing	Measures implemented to secure profitability as part of the new corporate strategy "Number ONE".
	1.6 million automobiles sold by 2010	2010	Sales target defined by corporate strategy "Number ONE": 1.8 million units by 2012.
	Expansion of the product portfolio for the brands BMW, MINI, Rolls-Royce	ongoing	New models introduced to the market in 2007: BMW 1 Series Convertible, BMW 1 Series Coupé; BMW X6; MINI Clubmann, Rolls-Royce Drophead Coupé.
	Strengthening worldwide presence by developing global networks via new partners and sites (production/CKD/sales/purchasing)	ongoing	Founded subsidiary in India in January 2007; opened new assembly plant in India in March 2007; opened sales offices in Slovenia, Rumania, Bulgaria in 2007.

# 03 Product responsibility

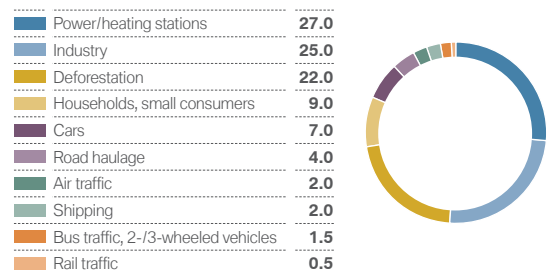
GRI Indicator A4  
(Sector Supplement)  
(graphic on the left)

## 03.1 CO<sub>2</sub> reduction – a challenge

**Deliveries of BMW diesel automobiles worldwide**  
in 1,000 units



**Share of traffic sector in worldwide CO<sub>2</sub> emissions in 2004**  
as a percentage of 37,000 million tons of CO<sub>2</sub>



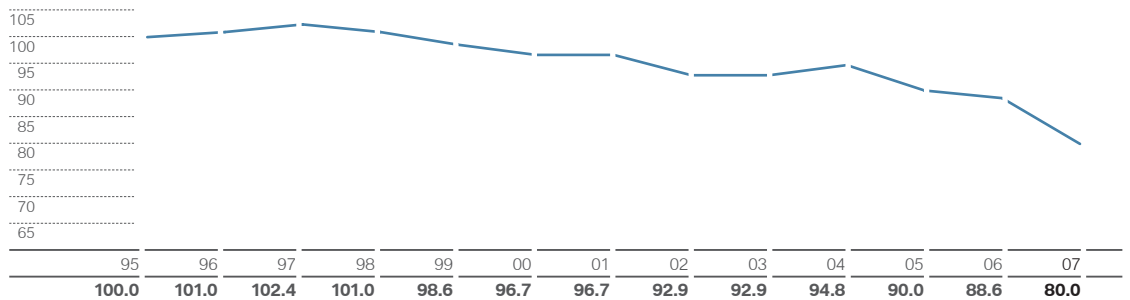
Sources: IPCC Fourth Assessment Report, WG III, 2007. World Business Council for Sustainable Development, 2004. Figures have been rounded.

GRI Indicator A7  
(Sector Supplement)

## 03.2 Innovative technologies for reduced consumption

**Development of CO<sub>2</sub> emissions of BMW Group cars in Europe (EU-15)**

(Index: 1995 = 100; Basis: fleet consumption of newly registered cars in Europe (EU-15) measured on the basis of the New European Driving Cycle in accordance with the ACEA commitment)



GRI Indicator A6, A7  
(Sector Supplement)

**Fuel efficiency and CO<sub>2</sub> emissions of most efficient and best-selling models\***

	Combined in l/100 km	CO <sub>2</sub> emission in g/km
<b>Most efficient model:</b>		
MINI Cooper D**	3.9	104
<b>Best-selling models in Germany:</b>		
1. BMW 320d Touring**	4.9	130
2. BMW 118d 5-door**	4.5	119
<b>Best-selling models in EU:</b>		
1. BMW 320d Sedan**	4.8	128
2. BMW 118d 5-door**	4.5	119

\* Values measured in accordance with the New European Drive Cycle (EU Directive: 80/1268/EEC in the relevant applicable version). Valid for vehicles with a European country specification.

\*\* manual transmission

GRI G3 Indicator EN26

**Technologies for reduced fuel consumption in the various BMW Group vehicles in Europe**

(Model-specific variations possible – as of September 2008)

	BMW 1 Series	BMW 3 Series	BMW 5 Series	BMW 6 Series	BMW 7 Series	BMW X3	BMW X5	BMW X6	MINI
High Precision Injection with lean operation	x	x	x	x					
High Precision Injection with Twin Turbo Technology	x	x			x		x	x	x*
Common rail with piezoelectric injectors (up to 2,000 bar)	x	x			x	x			
Fully variable valve train (VALVETRONIC in BMW models)	x	x	x	x		x	x		x**
Variable Twin Turbo Diesel Technology	x	x	x	x		x	x	x	
Auto Start Stop Function (only for 4-cylinder, manual transmission)	x	x							x
Brake Energy Regeneration	x	x	x	x	x		x	x	x
Electric steering assistance	x	x	x						x
Active aerodynamics (e.g. air flap control)	x	x	x	x	x	x	x	x	
Gear shift indicator (only for manual transmission)	x	x	x	x					x
Tyres with reduced roll-resistance	x	x	x	x	x	x	x	x	x
Demand-controlled fuel, coolant and oil pump	x	x	x	x	x	x	x	x	

\* Direct Injection with Twin Scroll Turbo

\*\*System comparable to VALVETRONIC

**03.3 Integrated climate protection in the traffic sector**

**Cooperation among all stakeholders within the integrated approach**

	Automobile industry and suppliers	Fuel industry	Politics/ infrastructure	Customer
Further development and increase of market share for efficient vehicle technologies	■	■	■	■
Increase share of alternative fuels (blending)	■	■	■	
Implementation of driver assistance systems, e.g. gear shift indicator/efficiency display	■		■	■
Activities on driving in a fuel-efficient manner	■	■	■	■
Further development and increase of market share for tyres with reduced roll-resistance	■		■	
Tyre pressure control system	■	■	■	■
Ensure consistency in legislation			■	
Improvement of traffic infrastructure/management	■		■	
Support of research and development for new technologies	■	■	■	
Support for a CO <sub>2</sub> -based motor vehicle tax and CO <sub>2</sub> labelling	■		■	■

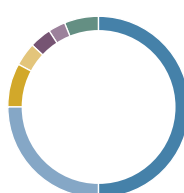
■ Responsibility   ■ Support/contribution

**03.6 Product recycling**

**Average distribution of materials in vehicles of the BMW Group**

as a percentage of vehicle weight

Steel and iron	50
Nonferrous metals	25
Thermoplastic resins	8
Elastomers*	4
Duroplastic resins	4
Textiles and other composites	3
Other	6



The percentage of recyclable components used in vehicle manufacture averages 85% (group percentage).

\*such as tyres, seals

GRI G3 Indicator EN1  
GRI Indicator A10  
(Sector Supplement)

## Target-performance comparison for sustainability objectives in the area of product responsibility

The following table shows the status of sustainability objectives from the Sustainable Value Report 2007/2008. New sustainability objectives will be published in a follow-up report.

Strategic objectives	Measures	Deadline	Status September 2008
<b>CO<sub>2</sub> reduction and integrated approach</b>			
Reduction of CO <sub>2</sub> emissions to fulfil the BMW Group contribution to reduction of CO <sub>2</sub> emissions in the ACEA fleet average to 140 g/km for 2008	Introduction and further development of innovative drive concepts based on the BMW EfficientDynamics concept:	as of 2007	From 1995 to 2007 the CO <sub>2</sub> emissions of newly registered vehicles in Europe (EU-15) fell 20%. In accordance with its ACEA commitment, the BMW Group will reduce its CO <sub>2</sub> emissions by 25% between 1995 and the end of 2008. BMW EfficientDynamics is tapping further potential for reductions in fuel consumption. The first BMW models with BMW ActiveHybrid will be ready for series production in 2009 and will use up to 20% less fuel than a vehicle with just a conventional combustion engine.
	<ul style="list-style-type: none"> <li>– consumption-optimised combustion engine technology with High Precision Injection in BMW 4-cylinder and 6-cylinder engines</li> <li>– Auto Start Stop Function in BMW and MINI models produced in volume</li> <li>– Brake Energy Regeneration in BMW and MINI models produced in volume</li> </ul>		
	Cooperation with GM and DaimlerChrysler on developing hybrid drives	ongoing	
Diesel vehicles in the U.S./Canada	Introduction of diesel vehicles with SCR technology (Selective Catalytic Reduction) in the U.S./Canada	2008	In December 2008 the BMW Group will launch diesel vehicles in the U.S. and Canada for the first time in its history. Using a technology by the name of "BMW AdvancedDiesel with Blue-Performance", an SCR (Selective Catalytic Reduction) system with urea injection will ensure that nitrogen oxide emissions (NO <sub>x</sub> ) are reduced even further. This will allow both the BMW 335d and the BMW X5 xDrive 35d to be introduced nationwide as so-called 50 state models (BIN5).
Promotion of biofuels	Contribution to introducing increased system-compatible amounts of biofuels in traffic	ongoing	All BMW Group vehicles can cope with the higher biofuel percentages of E10 and B7.
	Contribution to initiatives to evaluate biofuels using sustainability criteria in an international context	ongoing	Supporting the creation of minimum standards and internationally acceptable certification procedures for sustainably produced biofuels.
Development of hydrogen infrastructure	Partnerships on global introduction of hydrogen as an energy source: Both for the technology and the hydrogen infrastructure	ongoing	Introducing the small-series-produced BMW Hydrogen 7 in selected international markets. Further use of the hydrogen infrastructure in Munich, Berlin, and Brussels within the framework of political programmes and the strategic partnership with TOTAL. Hydrogen filling station in Brussels opened in June 2008.
	<ul style="list-style-type: none"> <li>– Participation in demo projects to prove that hydrogen can be used safely in road traffic and that renewable energy sources can be used</li> <li>– Continue participation in the project Clean Energy Partnership (CEP) in Berlin</li> </ul>	ongoing	Participating in the 2nd phase of the Clean Energy Partnership (CEP). Project review planned for late 2010.

## Target-performance comparison for sustainability objectives in the area of product responsibility

The following table shows the status of sustainability objectives from the Sustainable Value Report 2007/2008. New sustainability objectives will be published in a follow-up report.

Strategic objectives	Measures	Deadline	Status September 2008
<b>Product safety</b>			
Increase vehicle safety with a wide range of driver assistance systems	Driver assistance systems providing high levels of safety, such as Lane Departure Warning and Night Vision in a number of models	ongoing	With the launch of the new BMW 7 Series, the BMW Group has expanded its active safety and driver assistance systems. As well as Run-flat tyres, Tyre Defect Indicator and tyre pressure control, the BMW 7 Series also introduces driver assistance systems such as Active Cruise Control with Stop & Go function, Lane Departure Warning, Side View, Speed Limit Display, intelligent light functions and BMW Night Vision with pedestrian recognition to the market. Active safety systems will also continue to be introduced in other BMW Group models.
<b>Product recycling</b>			
Development of new recycling techniques	Large-scale attempt to optimise the processes of shredder residue recovery and selective measures to promote preparation procedures for shredder fractions that are ecologically useful as a whole	2008	The BMW Group proved in a large-scale trial conducted in 2007 with around 500 vehicles from the current model range that post-shredder technology meets legal requirements for recycling used vehicles. The BMW Group continues to expand its evaluation and advisory expertise in the recycling of used vehicles and the processing and recycling of the shredder residues this produces.
Returning end-of-life vehicles	Continue to further develop return system	2008	Ongoing
<b>Environmental protection in the service sector</b>			
Reduction of the environmental impact of the products in each lifecycle stage	Establish and further develop return systems for end-of-life parts from maintenance and repair in service shops in Western Europe and optimise the recovery paths	2008	Currently setting up two additional recovery systems in Italy and the Czech Republic.
	Develop methods for a streamlined lifecycle assessment approach, i.e., comprehensive assessment of material groups for a more efficient and faster accounting of entire vehicles	2009	In progress
	Determination of the optimum product lifecycle of vehicles while taking into account technological, economical, ecological and legal aspects	2008	In progress
Information on markets for product responsibility with regard to environmental law	Advance the technical network on environmental protection in the sales organisations worldwide and develop the network of environmental managers in the individual sales markets	2008	Appointed environment management officers in all main markets. Networking and qualification through a new training concept at all sales levels planned for 2009.
	Global introduction to the dealer and service operations of one of the market-specific shop disposal systems that are recommended by the BMW Group, as well as integration of related requirements in the importers contracts	2008	Standards defined and already communicated in Germany; discussed at a joint training workshop. Plans call for further dealer surveys to be carried out to assess the status quo and identify potential for improvement in 2009.

GRI Indicator A6, A7  
(Sector Supplement)

## Consumption data as of September 2008

Values measured in accordance with the New European Drive Cycle (EU Directive: 80/1268/EEC in the relevant applicable version). Valid for vehicles with a European country specification.

Model	Urban (l/100 km)	Extrurban (l/100 km)	Combined (l/100 km)	CO <sub>2</sub> emissions [g/km]
<b>BMW</b>				
116i 3-door	7.5 (8.3)	4.8 (5.3)	5.8 (6.4)	139 (152)
118i 3-door	7.9 (8.2)	4.7 (5.0)	5.9 (6.2)	140 (148)
120i 3-door	8.7 (8.4)	5.1 (5.1)	6.4 (6.3)	152 (150)
130i 3-door	12.2 (12.3)	6.0 (6.0)	8.3 (8.3)	197 (198)
118d 3-door	5.4 (6.9)	4.0 (4.5)	4.5 (5.4)	119 (144)
120d 3-door	6.1 (7.2)	4.1 (4.4)	4.8 (5.4)	128 (144)
123d 3-door	6.5 (7.3)	4.4 (4.6)	5.2 (5.6)	138 (148)
116i 5-door	7.5 (8.3)	4.8 (5.3)	5.8 (6.4)	139 (152)
118i 5-door	7.9 (8.2)	4.7 (5.0)	5.9 (6.2)	140 (148)
120i 5-door	8.7 (8.4)	5.1 (5.1)	6.4 (6.3)	152 (150)
130i 5-door	12.2 (12.3)	6.0 (6.0)	8.3 (8.3)	197 (198)
118d 5-door	5.4 (6.9)	4.0 (4.5)	4.5 (5.4)	119 (144)
120d 5-door	6.1 (7.2)	4.1 (4.4)	4.8 (5.4)	128 (144)
123d 5-door	6.5 (7.3)	4.4 (4.6)	5.2 (5.6)	138 (148)
125i Coupé	11.4 (11.4)	5.9 (5.9)	7.9 (7.9)	190 (190)
135i Coupé	13.0 (13.2)	7.0 (6.9)	9.2 (9.2)	220 (221)
120d Coupé	6.1 (7.2)	4.1 (4.4)	4.8 (5.4)	128 (144)
123d Coupé	6.5 (7.3)	4.4 (4.6)	5.2 (5.6)	138 (148)
118i Convertible	8.5 (8.7)	5.0 (5.4)	6.3 (6.6)	149 (158)
120i Convertible	8.9 (9.1)	5.2 (5.5)	6.6 (6.8)	158 (163)
125i Convertible	11.7 (11.6)	6.0 (6.1)	8.1 (8.1)	195 (195)
135i Convertible	13.3 (13.5)	7.1 (7.0)	9.4 (9.4)	224 (225)
118d Convertible	5.8 (7.1)	4.4 (4.7)	4.9 (5.6)	129 (148)
120d Convertible	6.4 (7.4)	4.3 (4.5)	5.1 (5.6)	134 (148)
123d Convertible	6.7 (7.6)	4.6 (4.9)	5.4 (5.9)	144 (154)
318i Sedan	7.9 (8.5)	4.8 (5.2)	5.9 (6.4)	142 (152)
320i Sedan	8.4 (8.9)	4.8 (5.1)	6.1 (6.5)	146 (156)
325i Sedan	9.8 (9.7)	5.5 (5.6)	7.1 (7.1)	170 (170)
325i xDrive Sedan	10.9 (10.8)	6.1 (6.2)	7.9 (7.9)	189 (189)
330 Sedan	9.9 (9.9)	5.6 (5.6)	7.2 (7.2)	173 (173)
330i xDrive Sedan	11.0 (11.0)	6.2 (6.2)	8.0 (8.0)	193 (193)
335i Sedan	13.2 (13.1)	6.7 (6.9)	9.1 (9.2)	218 (221)
335i xDrive Sedan	14.1 (13.8)	7.1 (7.3)	9.7 (9.7)	232 (232)
318d Sedan	5.7 (7.1)	4.1 (4.4)	4.7 (5.4)	123 (144)
320d Sedan	6.0 (7.1)	4.1 (4.4)	4.8 (5.4)	128 (144)
320d xDrive Sedan	6.7 (7.9)	4.6 (4.8)	5.4 (5.9)	143 (156)
325d Sedan	7.6 (8.1)	4.6 (5.1)	5.7 (6.2)	153 (164)
330d Sedan	7.3 (8.0)	4.8 (5.2)	5.7 (6.2)	152 (164)
330d xDrive Sedan	8.3 (8.8)	5.5 (5.7)	6.5 (6.8)	171 (178)
335d Sedan <sup>2)</sup>	9.1	5.3	6.7	177
M3 Sedan <sup>3)</sup>	17.9 (17.0)	9.2 (9.0)	12.4 (11.9)	295 (285)
318i Touring	8.0 (8.6)	4.9 (5.3)	6.0 (6.5)	144 (156)
320i Touring	8.5 (9.1)	4.9 (5.3)	6.2 (6.7)	148 (160)
325i Touring	9.9 (9.8)	5.6 (5.7)	7.2 (7.2)	173 (173)

Model	Urban (l/100 km)	Extrurban (l/100 km)	Combined (l/100 km)	CO <sub>2</sub> emissions [g/km]
<b>BMW</b>				
325i xDrive Touring	11.0 (10.9)	6.2 (6.3)	8.0 (8.0)	193 (191)
330i Touring	10.0 (10.1)	5.7 (5.8)	7.3 (7.4)	175 (178)
330i xDrive Touring	11.1 (11.1)	6.3 (6.3)	8.1 (8.1)	194 (194)
335i Touring	13.4 (13.2)	6.9 (7.0)	9.3 (9.3)	222 (223)
335i xDrive Touring	14.2 (13.9)	7.2 (7.4)	9.8 (9.8)	235 (235)
318d Touring	5.8 (7.3)	4.2 (4.6)	4.8 (5.6)	125 (146)
320d Touring	6.1 (7.3)	4.2 (4.6)	4.9 (5.6)	130 (146)
320d xDrive Touring	6.9 (8.0)	4.8 (4.9)	5.6 (6.0)	146 (159)
325d Touring	7.8 (8.2)	4.8 (5.2)	5.9 (6.3)	155 (165)
330d Touring	7.5 (8.1)	5.0 (5.3)	5.9 (6.3)	155 (165)
330d xDrive Touring	8.4 (8.9)	5.6 (5.8)	6.6 (6.9)	174 (181)
335d Touring <sup>2)</sup>	9.2	5.4	6.8	178
320i Coupé	8.7 (8.9)	4.9 (5.1)	6.3 (6.5)	151 (156)
325i Coupé	9.8 (9.7)	5.5 (5.6)	7.1 (7.1)	170 (170)
325i xDrive Coupé	10.9 (10.8)	6.1 (6.2)	7.9 (7.9)	189 (189)
330i Coupé	9.9 (9.9)	5.6 (5.6)	7.2 (7.2)	173 (173)
330i xDrive Coupé	11.0 (11.0)	6.2 (6.2)	8.0 (8.0)	193 (193)
335i Coupé	13.2 (12.5)	6.7 (6.7)	9.1 (8.8)	218 (210)
335i xDrive Coupé	14.1 (13.8)	7.1 (7.3)	9.7 (9.7)	232 (232)
320d Coupé	6.0 (7.2)	4.1 (4.5)	4.8 (5.5)	128 (145)
320d xDrive Coupé	6.7 (7.9)	4.6 (4.8)	5.4 (5.9)	143 (156)
325d Coupé	7.6 (8.1)	4.6 (5.1)	5.7 (6.2)	153 (164)
330d Coupé	7.3 (8.0)	4.8 (5.2)	5.7 (6.2)	152 (164)
330d xDrive Coupé	8.3 (8.8)	5.5 (5.7)	6.5 (6.8)	171 (178)
335d Coupé <sup>2)</sup>	9.1	5.3	6.7	177
M3 Coupé <sup>3)</sup>	17.9 (17.0)	9.2 (9.0)	12.4 (11.9)	295 (285)
320i Convertible	9.0 (9.4)	5.2 (5.4)	6.6 (6.9)	157 (165)
325i Convertible	10.4 (10.6)	5.9 (6.1)	7.6 (7.8)	181 (187)
330i Convertible	10.5 (10.6)	6.0 (6.1)	7.7 (7.8)	185 (187)
335i Convertible	13.6 (12.8)	7.1 (7.0)	9.5 (9.1)	226 (217)
320d Convertible	6.9 (7.5)	4.3 (4.8)	5.3 (5.8)	140 (153)
325d Convertible	8.1 (8.6)	5.1 (5.6)	6.2 (6.7)	164 (176)
330d Convertible	8.6 (9.3)	5.3 (5.5)	6.5 (6.9)	170 (181)
M3 Convertible <sup>3)</sup>	18.7 (17.3)	9.6 (9.4)	12.9 (12.3)	309 (293)
520i Sedan	9.2 (9.4)	5.4 (5.4)	6.7 (6.9)	162 (164)
523i Sedan	10.1 (10.3)	5.7 (5.9)	7.3 (7.5)	174 (178)
525i Sedan	10.3 (10.4)	5.7 (5.8)	7.4 (7.5)	176 (178)
525i xDrive Sedan	11.3 (11.2)	6.2 (6.3)	8.1 (8.1)	193 (193)
530i Sedan	10.9 (10.8)	5.8 (5.6)	7.7 (7.5)	182 (178)
530i xDrive Sedan	11.5 (11.6)	6.2 (6.0)	8.2 (8.1)	194 (193)
540i Sedan	15.8 (14.4)	7.4 (6.9)	10.5 (9.7)	250 (232)
550i Sedan	16.6 (15.5)	7.6 (7.2)	10.9 (10.3)	260 (246)
520d Sedan	6.5 (7.5)	4.3 (4.6)	5.1 (5.6)	136 (149)
525d Sedan	8.2 (8.5)	5.0 (5.3)	6.2 (6.5)	165 (172)
525d xDrive Sedan	8.8 (9.1)	5.4 (5.6)	6.7 (6.9)	179 (183)
530d Sedan	8.6 (9.1)	5.1 (5.2)	6.4 (6.6)	170 (176)

Model	Urban (l/100 km)	Extraurban (l/100 km)	Combined (l/100 km)	CO <sub>2</sub> emissions [g/km]
<b>BMW</b>				
530d xDrive Sedan	9.2 (9.6)	5.5 (5.5)	6.9 (7.0)	183 (186)
535d Sedan <sup>2</sup>	9.0	5.4	6.7	178
M5 Sedan <sup>4</sup>	21.7	10.2	14.4	344
520i Touring	9.4 (9.5)	5.6 (5.5)	6.9 (7.0)	166 (167)
523i Touring	10.6 (10.6)	6.0 (6.0)	7.7 (7.7)	183 (184)
525i Touring	10.8 (10.7)	5.9 (6.0)	7.7 (7.7)	183 (184)
525i xDrive Touring	11.8 (11.7)	6.4 (6.5)	8.4 (8.4)	201 (201)
530i Touring	11.1 (11.0)	6.0 (5.8)	7.9 (7.7)	187 (184)
530i xDrive Touring	12.0 (12.1)	6.4 (6.3)	8.5 (8.4)	203 (201)
550i Touring	17.0 (16.1)	7.8 (7.5)	11.2 (10.7)	267 (254)
520d Touring	6.7 (7.7)	4.5 (4.7)	5.3 (5.8)	140 (154)
525d Touring	8.4 (8.6)	5.2 (5.4)	6.4 (6.6)	171 (176)
525d xDrive Touring	9.1 (9.2)	5.6 (5.7)	6.9 (7.0)	184 (187)
530d Touring	8.8 (9.3)	5.3 (5.3)	6.6 (6.8)	176 (180)
530d xDrive Touring	9.6 (9.9)	5.8 (5.6)	7.2 (7.2)	192 (192)
535d Touring <sup>2</sup>	9.2	5.6	6.9	182
M5 Touring <sup>4</sup>	21.7	10.5	14.6	348
630i Coupé	11.2 (11.0)	6.0 (5.8)	7.9 (7.7)	188 (184)
650i Coupé	17.8 (15.9)	8.1 (7.4)	11.7 (10.5)	279 (249)
635d Coupé <sup>2</sup>	9.2	5.6	6.9	183
630i Convertible	11.8 (11.6)	6.3 (6.0)	8.3 (8.1)	198 (192)
650i Convertible	19.2 (16.5)	8.8 (7.7)	12.6 (10.9)	299 (258)
635d Convertible <sup>2</sup>	9.6	5.8	7.2	190
M6 Coupé <sup>4</sup>	21.4	10.2	14.3	342
M6 Convertible <sup>4</sup>	22.0	10.6	14.7	352
740i <sup>2</sup>	13.8	7.6	9.9	232
740Li <sup>2</sup>	14.0	7.7	10.0	235
750i <sup>2</sup>	16.4	8.5	11.4	266
750Li <sup>2</sup>	16.4	8.5	11.4	266
730d <sup>2</sup>	9.5	5.9	7.2	192
X3 xDrive20i <sup>1</sup>	12.6	6.9	9.0	215
X3 xDrive25i	12.8 (13.1)	7.3 (7.4)	9.3 (9.5)	224 (228)
X3 xDrive30i	13.4 (13.3)	7.3 (7.6)	9.5 (9.7)	229 (233)
X3 xDrive20d	8.2 (8.3)	5.5 (5.8)	6.5 (6.7)	172 (178)
X3 xDrive30d	9.7 (9.9)	6.0 (6.4)	7.4 (7.7)	196 (206)
X3 xDrive35d <sup>2</sup>	9.7	6.7	7.8	208
X5 xDrive30si <sup>2</sup>	13.7	8.2	10.2	244
X5 xDrive48i <sup>2</sup>	16.9	9.2	12.0	286
X5 xDrive30d <sup>2</sup>	10.2	6.9	8.1	214
X5 xDrive35d <sup>2</sup>	10.3	7.0	8.2	216
X6 xDrive35i <sup>2</sup>	14.9	8.6	10.9	262
X6 xDrive50i <sup>2</sup>	17.6	9.5	12.5	299
X6 xDrive30d <sup>2</sup>	10.4	7.0	8.2	217
X6 xDrive35d <sup>2</sup>	10.5	7.1	8.3	220

Model	Urban (l/100 km)	Extraurban (l/100 km)	Combined (l/100 km)	CO <sub>2</sub> emissions [g/km]
<b>MINI</b>				
MINI One	6.8 (9.0)	4.4 (5.0)	5.3 (6.5)	128 (155)
MINI Cooper	6.9 (9.1)	4.5 (5.0)	5.4 (6.5)	129 (156)
MINI Cooper D	4.7 (6.5)	3.5 (4.2)	3.9 (5.0)	104 (134)
MINI Cooper S	7.9 (9.7)	5.2 (5.3)	6.2 (6.9)	149 (165)
MINI John Cooper Works <sup>1</sup>	9.2	5.6	6.9	165
MINI Cooper Clubman	7.1 (9.2)	4.5 (5.1)	5.5 (6.6)	132 (159)
MINI Cooper D Clubman	4.9 (6.6)	3.6 (4.2)	4.1 (5.1)	109 (136)
MINI Cooper S Clubman	8.0 (9.8)	5.3 (5.4)	6.3 (7.0)	150 (168)
MINI John Cooper Works Clubman <sup>1</sup>	9.3	5.7	7.0	167
<b>Rolls-Royce</b>				
Rolls-Royce Phantom <sup>2</sup>	23.2	11.3	15.7	377
Rolls-Royce Phantom extended Wheelbase <sup>2</sup>	23.3	11.4	15.8	380
Rolls-Royce Phantom Drophead Coupé <sup>2</sup>	23.2	11.3	15.7	377
Rolls-Royce Phantom Coupé <sup>2</sup>	23.2	11.3	15.7	377

Figures in brackets only valid for automatic transmissions

1) only available with manual transmission

2) only available with automatic transmission

3) Values in brackets are valid for M Double Clutch Transmission with Drivelogic.

4) only available with Sequential Manual Gearbox with Drivelogic

Further information and constantly updated data for the vehicles is available on the Internet at [www.bmw.com](http://www.bmw.com), [www.mini.com](http://www.mini.com) and [www.rolls-roycemotors.com](http://www.rolls-roycemotors.com).

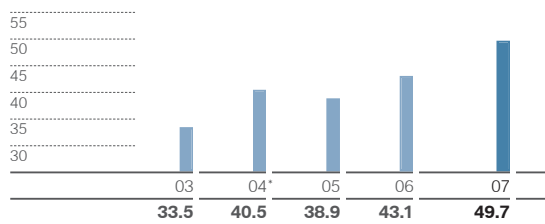
as of September 2008

# 04 Environmental protection across the Group

## 04.1 Environmental protection management

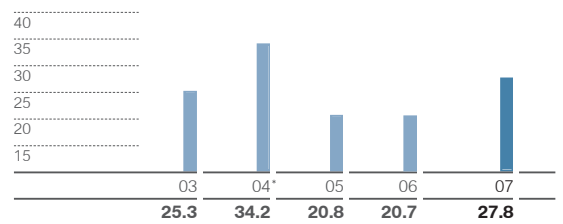
GRI G3 Indicator EN30

**Ongoing expenditure on environmental protection**  
in euro million



Figures from the German production plants  
\*from 2004 including Leipzig plant

**Investment in environmental protection**  
in euro million



Information excludes major investments for production sites of BMW AG in Germany.  
\*The rise in 2004 resulted from the overall and environmental protection investments in the construction of the BMW plant Leipzig, Germany.

<b>Environmental management systems at the BMW Group sites</b>	Environmental management system	Year of first certification
Berlin plant	ISO 14001/EMAS	1997
Dingolfing plant	ISO 14001/EMAS	1999
Eisenach plant	ISO 14001/EMAS	2002
Goodwood plant, GB	ISO 14001	2003
Hams Hall plant, GB	ISO 14001	2001
Landshut plant	ISO 14001/EMAS	1997
Leipzig plant	ISO 14001/EMAS	2005
Munich plant	ISO 14001/EMAS	1997
Oxford plant, GB	ISO 14001	1997
Regensburg plant	ISO 14001/EMAS	1997
Roslyn plant, South Africa	ISO 14001	1999
BMW Brilliance Automotive Ltd., Shenyang, China	ISO 14001	2006
Spartanburg plant, USA	ISO 14001	1997
Steyr plant, Austria	ISO 14001/EMAS	1998
Swindon plant, GB	ISO 14001	1996
Wackersdorf plant*	ISO 14001	1997
Contract production Magna Steyr Fahrzeugtechnik, Austria	ISO 14001/EMAS	1998 /1999
CKD production Cairo, Egypt	ISO 14001	2005
CKD production Chennai, India	ISO 14001	Nov. 2008
CKD production Jakarta, Indonesia	ISO 14001	2004
CKD production Kaliningrad, Russia	ISO 14001	2008
CKD production Kuala Lumpur, Malaysia	ISO 14001	2004
CKD production Rayong, Thailand	ISO 14001	2004

\* Joint certificate with the BMW plant Regensburg

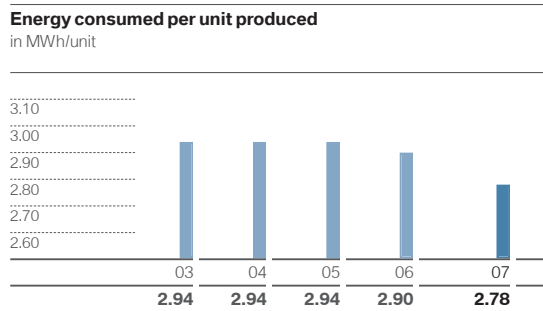
## 04.2 Energy consumption and emissions

BMW Group key figures include following production sites worldwide: Dingolfing, Landshut, Leipzig, Munich, Regensburg, Rosslyn (South Africa), Spartanburg (USA), Steyr (Austria); since 2002 Oxford (U.K.); since 2003 Hams Hall (U.K.); since 2007 Berlin (brake disc production), Eisenach, Swindon (U.K.), Goodwood (U.K.), Rayong Assembly Plant (Thailand), Chennai Assembly Plant (India) and BMW Brilliance Shenyang (China).

GRI G3 Indicator EN3, EN4

<b>Energy consumption in detail</b> in MWh	2003	2004	2005	2006	2007
Total energy consumption	3,295,277	3,672,212	3,861,253	3,959,908	4,283,922
Energy consumed per unit produced	2.94	2.94	2.94	2.90	2.78
Electricity (external source)	1,501,045	1,586,457	1,671,928	1,667,122	1,853,961
Electricity (produced internally)	115,323	127,981	125,229	125,414	125,182
Community heating	209,677	187,418	180,403	295,245	328,998
<b>Fossil fuels</b>					
Fuel oil	22,237	17,008	14,021	14,364	25,856
Natural gas	1,562,309	1,881,329	1,994,901	1,983,177	1,722,337
Coal	0	0	0	0	0
Mineral oil	0	0	0	0	0
<b>Non-fossil fuels</b>					
Biogas (Landfill gas)					322,610
<b>Regenerative fuels</b>					
Solar energy (Photovoltaics)					4

GRI G3 Indicator EN3

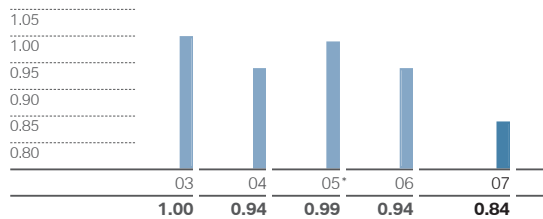


GRI G3 Indicator EN16  
(graphic on the left)

GRI G3 Indicator EN20  
(graphic on the right)

### CO<sub>2</sub> emissions per unit produced

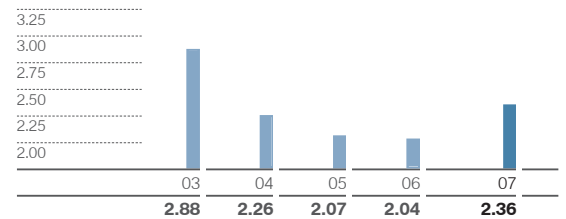
in t/unit



\*The increase is due to a change in the energy mix.

### Volatile organic compounds (VOC) per unit produced

in kg/unit



\*As a result of the increase in the number of production sites reviewed from ten to 17, solvent emissions per vehicle produced have risen. The newly included plants will gradually be brought into line with the low level achieved by the sites which have been manufacturing for many years.

GRI G3 Indicator EN16, EN20

Emissions		2003	2004	2005	2006	2007
Total CO <sub>2</sub> emissions*	in t	1,125,939	1,169,786	1,304,971	1,280,639	1,298,863
thereof CO <sub>2</sub> direct**	in t			408,034	349,927	354,617
thereof CO <sub>2</sub> indirect***	in t			896,938	930,711	944,246
Total CO <sub>2</sub> emissions per unit produced	in t/unit	1.00	0.94	0.99	0.94	0.84
Nitrogen oxide (NO <sub>x</sub> )	in t	533	559	546	586	756
Particulate, dust****	in t	38	43	35	35	38
Sulphur dioxide (SO <sub>2</sub> )	in t	10	10	8	9	10
Carbon monoxide (CO)	in t	315	399	397	561	608
Volatile organic compounds (VOC)	in t	3,219	2,817	2,726	2,783	3,634
Volatile organic compounds (VOC) per unit produced	in kg/unit	2.88	2.26	2.07	2.04	2.36

\* including CO<sub>2</sub> emissions from external power generation

\*\* Emissions from the BMW Group sources and that arise from generating its own energy from fuels (e.g. combined heat and power generation).

\*\*\* Emissions from sources of a different organisation (e.g. energy supplier). Indirect emissions arise due to generation of electricity, heat or steam, which the BMW Group has received.

\*\*\*\* Calculated using the VDA's emission factors, including the dust content generated by external power generation.

GRI G3 Indicator EN17, EN29

### Indirect CO<sub>2</sub> emissions from employees' commuter traffic in 2007\*

in %      in t CO<sub>2</sub>

Cars	47	26,180
Public transport	10	1,430
Plant bus	38	10,590
Bicycle/on foot	5	0
<b>Total</b>	<b>100</b>	<b>38,200</b>

\*Research and Innovation Centre Munich as well as Munich, Dingolfing, Regensburg, Leipzig plants. Corresponds to 53% of the BMW Group employees.

### 04.3 Protecting resources and nature conservation

BMW Group key figures include following production sites worldwide: Dingolfing, Landshut, Leipzig, Munich, Regensburg, Rosslyn (South Africa), Spartanburg (USA), Steyr (Austria); since 2002 Oxford (U.K.); since 2003 Hams Hall (U.K.); since 2007 Berlin (brake disc production), Eisenach, Swindon (U.K.), Goodwood (U.K.), Rayong Assembly Plant (Thailand), Chennai Assembly Plant (India) and BMW Brilliance Shenyang (China).

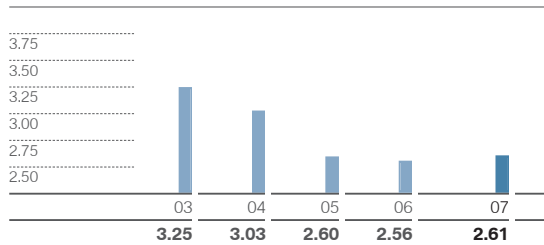
GRI G3 Indicator EN8

<b>Water*</b> in m <sup>3</sup>	2003	2004	2005	2006	2007
Water consumption	3,633,135	3,789,703	3,417,341	3,500,197	4,017,541

\*The indicators for water consumption refer to the production sites of the BMW Group. The water consumption includes the process water input for the production as well as the general water consumption e.g. for sanitation facilities.

GRI G3 Indicator EN8  
(graphic on the left)

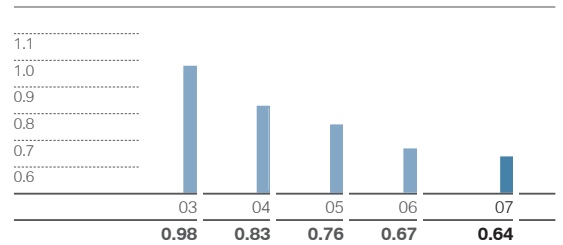
**Water consumption\* per unit produced**  
in m<sup>3</sup>/unit



\*The indicators for water consumption refer to the production sites of the BMW Group. The water consumption includes the process water input for the production as well as the general water consumption e.g. for sanitation facilities.

GRI G3 Indicator EN21  
(graphic on the right)

**Process wastewater\* per unit produced**  
in m<sup>3</sup>/unit



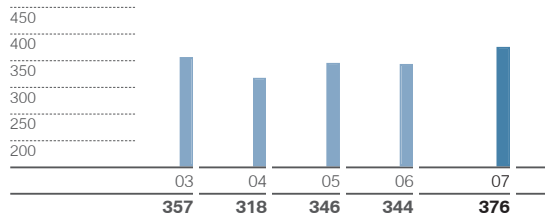
\*The indicators for process wastewater refer to the wastewater generated in the production process.

GRI G3 Indicator EN21

<b>Wastewater*</b>		2003	2004	2005	2006	2007
Total wastewater	in m <sup>3</sup>	2,419,775	2,239,646	2,139,322	2,271,729	2,649,640
Process wastewater	in m <sup>3</sup>	1,101,988	1,041,526	1,000,938	911,386	992,845
Process wastewater per unit produced	in m <sup>3</sup> /unit	0.98	0.83	0.76	0.67	0.64
Total heavy metals and heavy metal compounds	in kg	412	439	239	354	370

\*The "process wastewater" indicator is measured by the wastewater treatment in the BMW Group plants. Together with the wastewater from the sanitation area of the plant locations this results in the total wastewater value. Due to factors such as evaporation, the water input does not correspond to the total wastewater.

GRI G3 Indicator EN22

**Waste per unit produced**  
 in kg/unit


GRI G3 Indicator EN22

<b>Waste</b>		2003	2004	2005	2006	2007
Total waste	in t	399,876	397,151	454,821	469,691	580,010
Total waste per unit produced	in kg/unit	357	318	346	344	376
Materials for recycling	in t	372,268	375,924	438,436	450,165	555,087
Waste for removal	in t	27,301	21,227	16,385	19,526	24,923
Scrap	in t	315,222	344,746	366,347	383,301	408,755

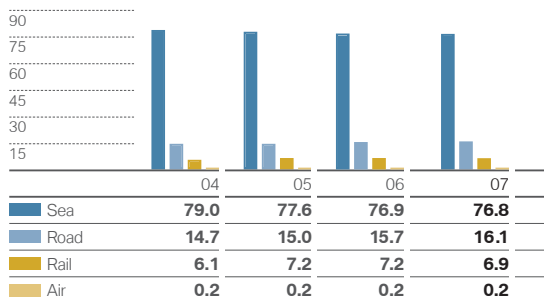
<b>Land development</b>		2003	2005	2007
Land development*	in %	21.5	24.7	29.4
Property area	in m <sup>2</sup>	15,746,127	15,278,584	27,755,189

\*proportion of developed to undeveloped area. Survey conducted every two years.

## 04.4 Efficient transportation logistics

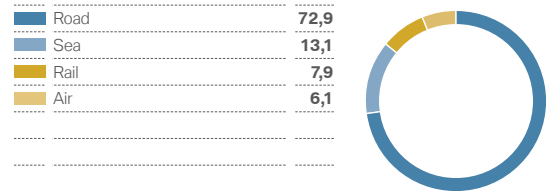
GRI G3 Indicator EN29  
GRI Indicator A9  
(Sector Supplement)  
(graphic on the left)

**Total percentage of transport used**  
in %



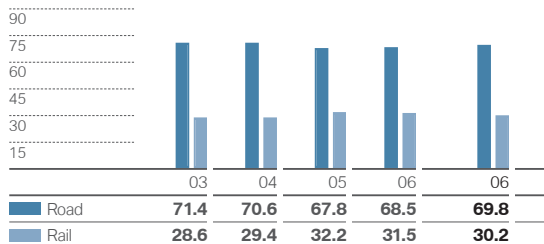
Inbound material (Germany, UK), spare parts shipping (Europe) and car distribution (global), measured in ton-kilometres.

**Percentage of CO<sub>2</sub> emissions produced according to transport used in 2007**  
in %



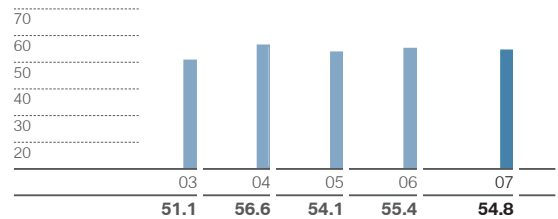
GRI G3 Indicator EN29  
GRI Indicator A9  
(Sector Supplement)

**Percentage of transport used for land transport**  
in %



Land transport for inbound material (Germany, UK), spare parts shipping (Europe) and car distribution (global), measured in ton-kilometres

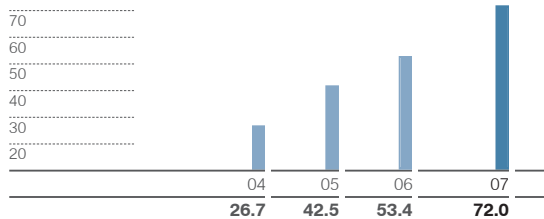
**Percentage of vehicles shipped via rail from the BMW Group plants\***  
in %



\*excluding Rolls-Royce automobiles

GRI G3 Indicator EN27

**Proportion of vehicles delivered without surface protection\***  
in %

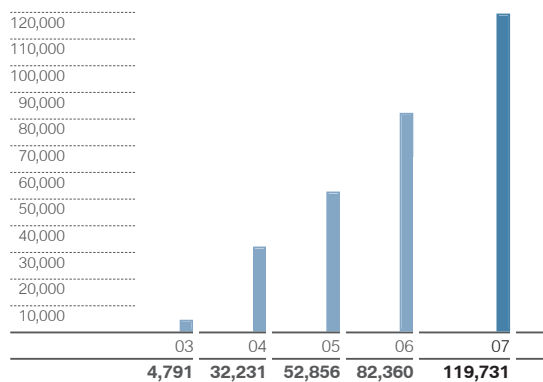


\*Project to reduce surface protection began in 2004.

## 04.5 Sustainability in the supply chain

### Information on environmental compatibility of components

Cumulated number of material data sheets for purchased parts



The BMW Group continually controls and optimises the environmental friendliness of the components used in the vehicles throughout the supply chain. For this purpose, about 37,000 datasets for serial parts were transmitted and evaluated in 2007 alone. The BMW Group purchasing terms explicitly define the requirements for the environmental friendliness of the components. These are further substantiated by specification requirements and material and component tests. Thus the BMW Group ensures that the regulations of the company are fulfilled. The "Component Materials" work group, which is an interdisciplinary team, evaluates in advance the risks associated with the use of certain materials and takes action in the selection process and development activities. In close consultation, future shipments are thereby checked against the exacting standards of the BMW Group. In addition to series parts, all production supplies and process materials, such as paint or glue, are subjected to a precisely defined qualification process.

## Target-performance comparison for sustainability objectives in the area of environmental protection across the Group

The following table shows the status of sustainability objectives from the Sustainable Value Report 2007/2008. New sustainability objectives will be published in a follow-up report.

Strategic objectives	Measures	Deadline	Status September 2008
<b>Environmental protection management</b>			
Environmental management	Creation of a central Centre of Competence for environmental management in the sales division	2008	Goal achieved
	Further development of the central environmental strategy for the entire BMW Group	2008	Integrated work on the environmental strategy into the process of refining the sustainability strategy.
	Definition of breakthrough goals for Group-wide environmental protection with regard to energy consumption, CO <sub>2</sub> , VOCs, waste and water consumption for specific years.	2012	Introduced the ambitious breakthrough goal of 30% less energy, VOCs, water, and waste per vehicle produced between 2006 and 2012. Based on data currently available the goal will already be achieved for the agreed key figures in 2008.
<b>Energy consumption and emissions</b>			
Implementing energy strategy, reducing energy consumption	Lower the relative energy consumption per vehicle in 2008 by about 5%	2008	Energy consumption on track for the first half of 2008. Based on data currently available, the 5% reduction target for energy consumption per vehicle for 2008 will be achieved.
	– by further optimised management of buildings and production facilities (combined heat and power generation, optimised control of air conditioning units)	2008	
	– by increased implementation of alternative, innovative concepts for generating energy	2008	

## Target-performance comparison for sustainability objectives in the area of environmental protection across the Group

The following table shows the status of sustainability objectives from the Sustainable Value Report 2007/2008. New sustainability objectives will be published in a follow-up report.

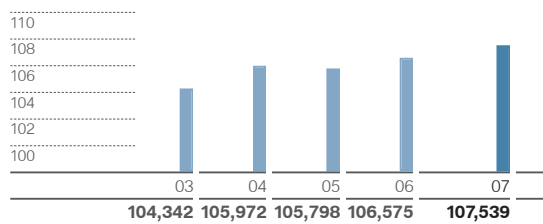
Strategic objectives	Measures	Deadline	Status September 2008
<b>Protecting resources and nature conservation</b>			
Introduce waste management worldwide	Introduce ABIS in the Goodwood (UK), Rayong (Thailand) and Chennai (India) plants	2008	Spartanburg and Chennai plants will introduce ABIS by the end of 2008. ABIS will be introduced at the Goodwood and Rayong plants in 2009.
<b>Sustainability in the supply chain</b>			
Anchor ecological and social standards in processes between purchasing and suppliers/partners	Increase random inspections on the compliance with social and ecological standards at suppliers during visits	ongoing	Potential suppliers are advised of the sustainability requirements in the conditions for purchasing. Existing and potential suppliers are asked to complete a self-assessment questionnaire with standardised sustainability criteria to aid the selection process. By early 2009 all supplier sustainability data will be stored in a database system and available for retrieval.
	Develop suitable indicators for early detection of deviations and room for improvement at suppliers	ongoing	When suppliers submit a bid, data such as materials usage, energy consumption and degree of material utilisation is requested; this information is then taken into account in selecting the winning bid.
<b>Efficient transportation logistics</b>			
Increase proportion of low-emissions transportation	Keep the currently high percentage of 55.4% for shipments made by rail when shipping vehicles from the plants. Integration of regular rail transport into the markets in Spain and the UK from the Leipzig plant (objective for 2007 – approx. 20% of the production volume of the Leipzig plant)	2007	Goal achieved: At the Leipzig plant 27% of new vehicles left the plant by rail. The percentage of BMW Group vehicles dispatched from plants by rail fell slightly to 54.8%. However, in absolute terms 94,700 more units were transported by rail than the previous year.
Optimise transport volume	Improve the utilisation of means of transportation and transport networks. In 2007, completion of project "Europe" (= transport concept for the material supply in Europe for more efficient utilisation of heavy goods vehicles). Switch to activity-related billing in USA	2007	Goal achieved
	Optimise utilisation of packaging space by constructively influencing the product design in the early stages of vehicle projects. Use virtual methods (CAD) to examine components, to simulate utilisation of the packaging space, and to create logistical design proposals	2008	Measure implemented: The new method has been in use since 2008. A motorcycle model is currently being tested and improvements to optimise transport capacity utilisation identified.
Reduce environmental impact of the surface protection materials for new vehicle transport	Switch to vehicle distribution without surface protection. (by the start of 2008, 95% of the BMW Group vehicles are to be delivered without extra surface protection)	2008	The goal of delivering 95% of vehicles without surface protection by early 2008 had to be revised downwards to 80% for 2008. This was due to delivery problems with the closed wagons needed for transportation.

# 05 Employees

## 05.1 Attractive employer internally and externally

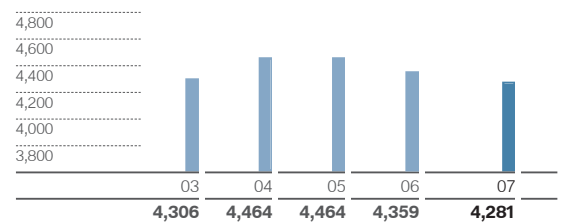
GRI G3 Indicator LA1

**BMW Group employees at year end\***



\* Figures exclude dormant employment contracts, employees in the non-work phases of pre-retirement part-time arrangements and low wage earners.

**BMW Group apprentices at December 31**



GRI G3 Indicator LA1

**BMW Group employees**

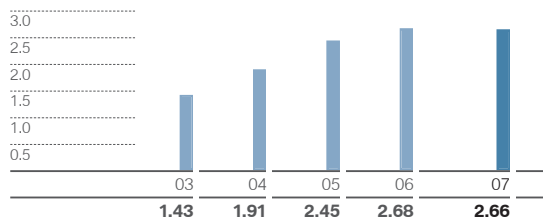
	2003	2004	2005	2006	2007
Employees at year end*	104,342	105,972	105,798	106,575	107,539
thereof Germany	78,569	80,005	80,020	79,896	80,128
thereof outside Germany	25,773	25,967	25,778	26,679	27,411
Workforce according to segment					
Automobiles	95,913	99,043	98,260	98,505	98,548
Motorcycles	2,954	2,918	2,838	2,782	2,989
Financial Services	2,476	2,841	3,093	3,478	4,097
Other	2,999	1,170	1,607	1,810	1,905
Apprentices	4,306	4,464	4,464	4,359	4,281

\* Figures exclude dormant employment contracts, employees in the non-work phases of pre-retirement part-time arrangements and low wage earners.

GRI G3 Indicator LA2

**Employee fluctuation ratio BMW AG\***

as a percentage of workforce

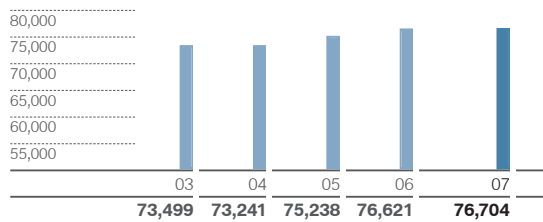


\* Number of employees on unlimited employment contracts leaving the company

## 05.2 Performance, compensation and flexibility

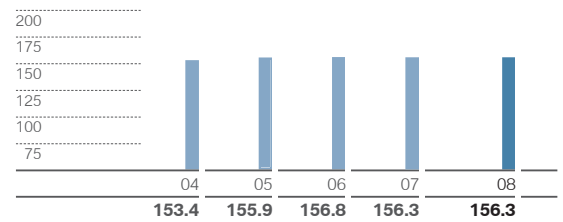
GRI G3 Indicator EC1  
(graphic on the left)

### BMW Group personnel costs per employee\* in euro



\* Figures exclude dormant employment contracts, employees in the non-work phases of pre-retirement part-time arrangements and low wage earners.

### Profit-share scheme of BMW AG in year of payment\* in percent of monthly remuneration



\* New employees share fully in the company's profit after four years of employment.

GRI G3 Indicator LA1

### Alternative work forms at BMW AG

	2003	2004	2005	2006	2007
Part-time employees at BMW AG	2,632	2,800	2,909	3,070	3,068
as a percentage of the total number of employees	3.5	4.0	4.2	4.4	4.5
Teleworking within BMW AG	2,711	3,936	4,276	4,836	6,149
as a percentage of the total number of employees	3.6	5.6	6.2	7.0	8.9
Sabbaticals	746	915	1,559	1,401	1,033
as a percentage of the total number of employees	1.0	1.3	2.2	2.0	1.5

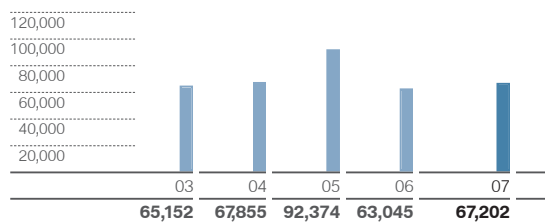
### Means of transportation used by BMW Group employees when commuting to and from work in %

	2007
Cars	47
Public transport	10
Company bus	38
Bicycle/on foot	5
<b>Total</b>	<b>100</b>

Research and Innovation Centre Munich as well as Munich, Dingolfing, Regensburg, Leipzig plants. Corresponds to 53% of the BMW Group employees.

## 05.3 Co-determination and involvement

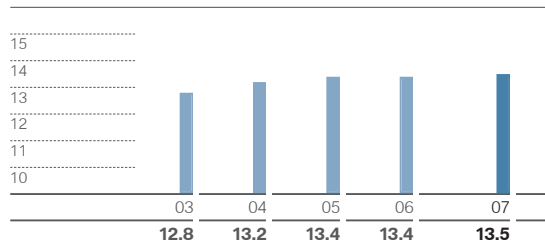
**Savings for the BMW Group resulting from suggestions for improvement**  
in euro thousand



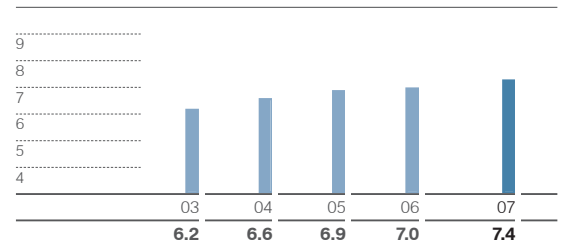
## 05.4 Equal opportunities and rights

GRI G3 Indicator LA13

**Share of women in the total workforce of BMW AG**  
in %

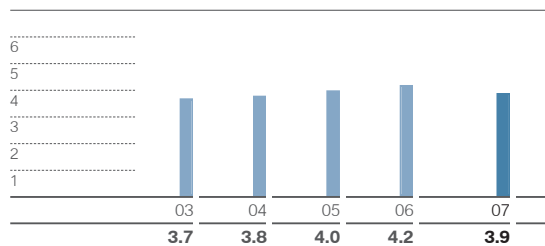


**Share of women in management/executive positions of BMW AG**  
in %



GRI G3 Indicator LA13

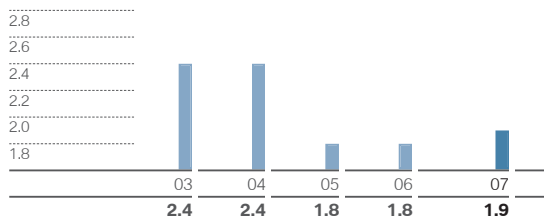
**Share of employees with disabilities at BMW AG**  
in %



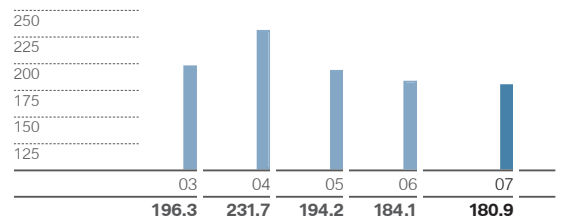
GRI G3 Indicator LA10  
(graphic on the left)

## 05.5 Lifelong learning

**Average days of training and development per employee at the BMW Group**



**Capital expenditure on education and further training\* of the BMW Group**  
in euro million

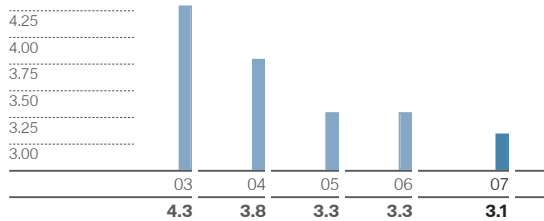


\*The BMW Group's capital expenditure depends on education and further training requirements and thus fluctuates from year to year.

GRI G3 Indicator LA7

## 05.6 Health and safety at work

**Accident frequency at the BMW Group**  
per one million hours worked



Shows the number of notifiable industrial accidents per one million hours worked

Definition of industrial accident according to the German Code of Social Law: Industrial accidents are accidents involving insured individuals and resulting from the pursuit of these individuals' insured activity on the industrial site. Accidents are events of limited duration that externally impact the body leading to damage to health or death.

GRI G3 Indicator LA7, LA8

**Occupational health and safety in the BMW Group**

		2003	2004	2005	2006	2007
Total accidents	Quantity	523	479	413	409	380
Accident frequency*		4.3	3.8	3.3	3.3	3.1
Fatal accidents	Quantity	0	0	1	0	0
Only refers to the BMW AG						
Courses on occupational safety						
Occupational safety courses	Quantity	1,384	2,001	1,982	1,799	1,766
Risk assessments**	Quantity	4,451	5,625	3,044	1,426	2,293

\* number of notifiable industrial accidents per one million hours worked

\*\*assessment of workplaces and sub-processes with regard to possible ergonomic and health-related strains (ABATECH method).

GRI G3 Indicator LA8

**Occupational health and safety management systems at the BMW Group sites**

Site	Management system	Year of first certification/introduction
Berlin plant	OHSAS 18001	2004
Dingolfing plant	OHRIS*	2003
Eisenach plant	not certified	
Goodwood plant, GB	OHSAS 18001	planned 2009/10
Hams Hall plant, GB	HS(G) 65**	2001
Landshut plant	OHRIS*	2003
Leipzig plant	OHRIS*	2006
	OHSAS 18001	2003
Munich plant	OHRIS*	2003
Oxford plant, GB	OHSAS 18001	planned 2009/10
Regensburg plant	OHRIS*	2001
Roslyn plant, South Africa	OHSAS 18001	1999
BMW Brilliance Automotive Ltd., Shenyang, China	OHSAS 18001	2008
Spartanburg plant, USA	not certified	
Steyr plant, Austria	not certified	
Swindon plant, GB	OHSAS 18001	planned 2009/10
Wackersdorf plant***	OHRIS*	2001
Contract production Magna Steyr Fahrzeugtechnik, Austria	OHSAS 18001	2005
CKD production Chennai, India	OHSAS 18001	planned 2009
CKD production Jakarta, Indonesia	national standard	introduced
CKD production Cairo, Egypt	OHSAS 18001	2005
CKD production Kaliningrad, Russia	national standard	1999
CKD production Kuala Lumpur, Malaysia	national standard	introduced
CKD production Rayong, Thailand	OHSAS 18001	planned 2009/10

\* OHRIS includes OHSAS

\*\* HS(G) 65, Successful health and safety management, guidelines from the British government on safety at the workplace.

\*\*\* Certificate together with the BMW plant Regensburg, Germany

## Target-performance comparison for sustainability objectives in the area of employees

The following table shows the status of sustainability objectives from the Sustainable Value Report 2007/2008. New sustainability objectives will be published in a follow-up report.

Strategic objectives	Measures	Deadline	Status September 2008
<b>Attractive employer internally and externally</b>			
Continuous pursuit of a high level of employee satisfaction	Implementation of the third employee survey across the group	2007	Survey completed
Promote personal responsibility of apprentices by new work structures	Further develop the concept of the junior company and rollout at other sites. By 2008 at Oxford site	2008	Planned for completion by late 2008
<b>Joining the BMW Group</b>			
Balanced proportion of female apprentices in technical professions and integration into the hiring departments	Further develop the concept for hiring after apprenticeship is completed	ongoing	
<b>Lifelong learning</b>			
Develop the training academies	Establish an aftersales training centre in China	2009	Planned for completion in 2009
Deepen and expand the implementation of the essential elements for long-term human resources policy (LPP) worldwide	Create the conditions for the specific stages of life and individual safeguarding of professional and private obligations and interests of the employees within the long-term human resources policy. Ensure the proper prerequisites for an enduring provision of service by the employees. Regularly examine the instruments with regard to the constantly changing internal and external conditions	ongoing	
	Further develop the human resources systems based on the long-term human resources policy (LPP) worldwide	ongoing	
<b>Healthy employees</b>			
Occupational safety	New occupational safety film for the initial briefing of new employees	2007	Successfully completed. The new film will be used to educate employees at the various plants.
	Introduction of a new IT-supported accident management system in conjunction with the BMW Group Health Service	2007	The system is currently being tested; implementation to begin in November 2008.
Combating HIV/AIDS	HIV retesting campaign with the slogan "Vision of Life" at BMW South Africa	2008	BMW South Africa began a re-test of its employees. To date more than 83% of employees have taken part in this test.
<b>Demographic change</b>			
Project "Today for tomorrow"	Completion of the "Today for tomorrow" project and integration of the measures into the standard processes and thereby into the company's daily routine	2007	The project "Today for tomorrow" has been completed. Programme elements have been implemented in processes. Pilot projects to refine individual project tools are taking place at various sites.

## Target-performance comparison for sustainability objectives in the area of society

The following table shows the status of sustainability objectives from the Sustainable Value Report 2007/2008. New sustainability objectives will be published in a follow-up report.

Strategic objectives	Measures	Deadline	Status September 2008
<b>Traffic concepts for the future</b>			
Further development of traffic concepts	Identify future changes to mobility of private households due to changes in the cost of mobility and incomes in Germany	2008	Project completed. The study can be found online at <a href="http://www.ifmo.de">www.ifmo.de</a> . The project is slated for expansion in 2009. Changes in people's attitudes, such as greater environmental awareness, will be taken into account.
	Identify potential for improvement by comprehensive benchmarking of traffic infrastructures (road, rail, air) in Europe	2007	Project completed. The study can be found online at <a href="http://www.ifmo.de">www.ifmo.de</a> .
<b>Traffic safety projects</b>			
Internationalisation	Further internationalisation of traffic safety projects at the BMW Group sites	2009	<ul style="list-style-type: none"> <li>– Expanded traffic safety activities in China. In 2008 traffic safety action days with the theme "Use Zebra Crossing When Going Over Street" were expanded to more than 100 preschools in ten Chinese cities, including Beijing, Shenyang and Shanghai. Educational and practice materials relating to traffic safety were also distributed to more than 100,000 preschoolers throughout China.</li> <li>– Argentina and Brazil: Expanded lectures and driver training programmes already held at secondary schools to include universities and small firms in the transport sector.</li> </ul>
<b>Education and intercultural understanding</b>			
Focus on educational projects	Increased dovetailing of the BMW Group competences with the educational projects in the area of natural sciences	2007	<p>Expanded activities relating to hydrogen and energy:</p> <ul style="list-style-type: none"> <li>– "Energised" internet competition held for 7 to 11 year-old schoolchildren in the U.K. in 2008</li> <li>– Course material "H<sub>2</sub> – Mobility of the Future" updated and reworked for German and English-speaking schoolchildren. The course material has been available for educational institutions at secondary level and higher worldwide since September 2008.</li> </ul>
<b>Commitment to fighting HIV/AIDS</b>			
Expansion to other sites of activities aimed at combating HIV/AIDS	Transfer the activities from South Africa to e.g. China, Russia and Thailand	ongoing	Southern India: Expanded "Tsunami Aid" in Dalit communities to cover educational activities, including HIV/AIDS prevention.
	Expand the HIV/AIDS programme from BMW South Africa to include the local dealers	2011	55 dealerships have adopted parts of BMW South Africa's HIV/AIDS programme. Four dealerships have adopted the BMW Group's workplace programme in its entirety. Further dealers will become involved by January 2009.